

Our Mission is to celebrate, support, and nurture a creative and thriving Argentine tango community.

Minutes Board Retreat

February 26, 2024, 5:30 – 9:30 PM

Present: Cathy Petersen, Cino Adelson, Joe Bowman, Dan Browning, Gerald Girouard, Terry Holten, Rob Peterson, Susan Radtke

Absent: Connie Cohen, Luke Doskey

Guest: 0

1. Approve February 2024 Agenda – yes
2. Approve January 2024 Minutes – yes
3. A motion was made to install Gerry as President of TSoM. Motion passed unanimously.
4. Treasurer's Report (Rob) February
 - \$ 659.08 Milonga
 - \$ 119.85 Prepaid Rent
 - + \$ 460.76 Practica Sessions
 - + \$ 112.63 Membership Payments
 - + \$ 1,125.00 Urban Expedition at Landmark
 - \$ 1,206.78 Operational Expense
 - \$ 278.32 2024 Net Income

2/26/2024

Checking account balance: \$1,165.54

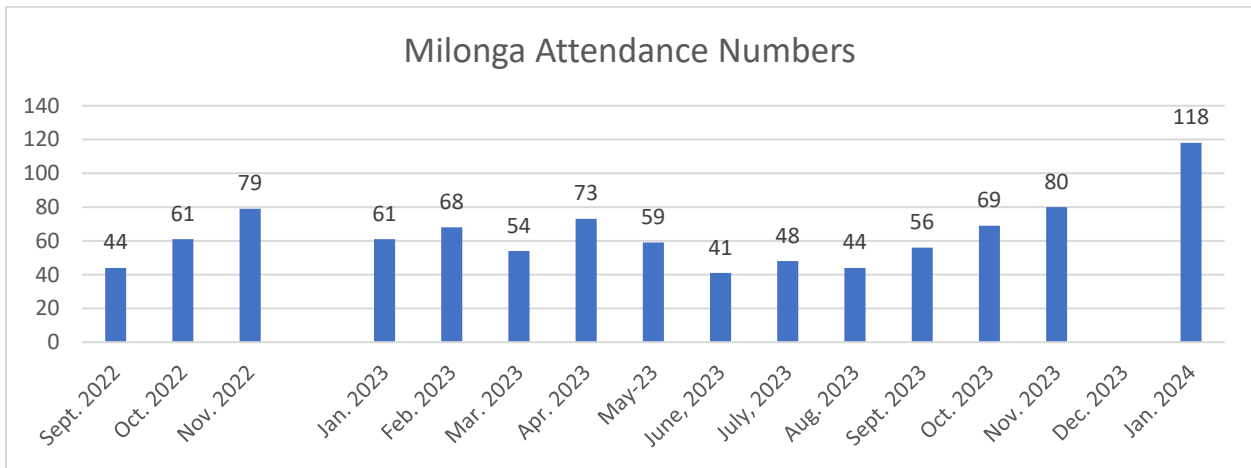
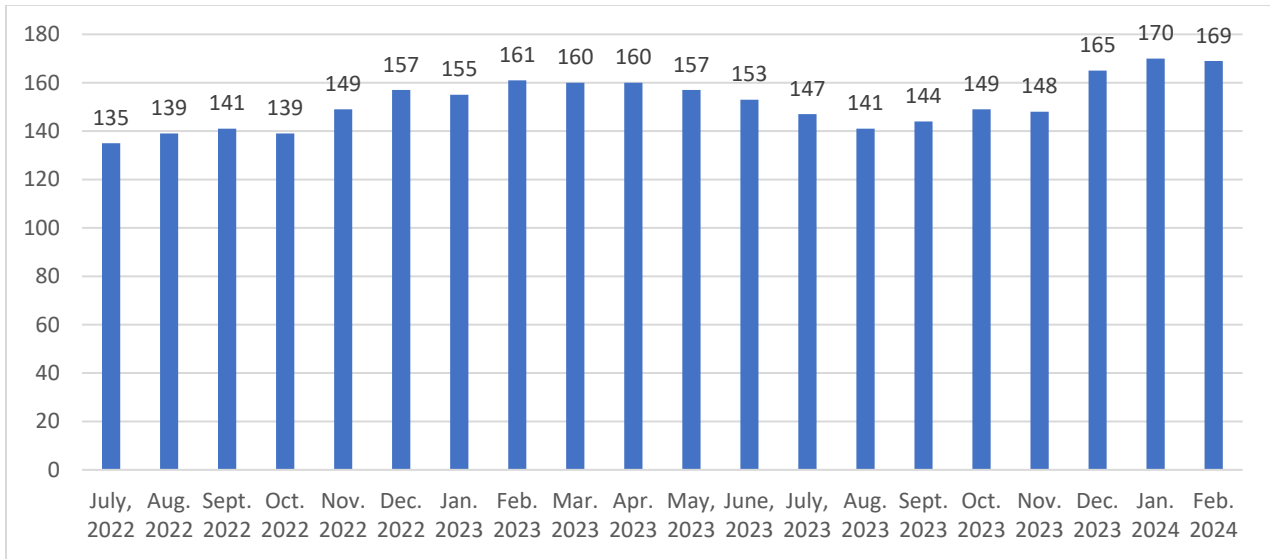
Savings account balance: \$18,547.32

Cash account balance: \$335.00

Total \$20,047.86

5. Membership Report (Susan)

MEMBERSHIP STATISTICS REPORT FEBRUARY 25, 2024: Total Members



During this meeting, the focus was on TSoM’s board of directors’ goals and objectives in 2024 to support TSoM’s mission and vision statements:

Our Mission is to celebrate, support, and nurture a creative and thriving Argentine tango community. WE SEE...

- A thriving, welcoming, creative Argentine tango community with strong connections and partnerships with tangueros near and far who dance, play music, teach, and learn.
- A community of tango lovers who are excited to come together for dancing, learning, laughter, conversation, and fun.
- A local, national, and global Minnesota hub for Argentine Tango
- An abundance of milongas at which leaders and followers could dance joyfully and as often as they choose.

- A large community of diverse dancers of Argentine tango
- A cohesive TSoM Board guiding a healthy, growing Tango Society and offering many opportunities for members and volunteers to have a positive impact on the tango community.
- A deep connection between Argentine Tango and lifelong wellness.

Many of us are especially drawn to the last vision statement.

Board Success Guidelines. We agreed the following statements guide how we work together and with others in our community:

- Show up and choose to be present
- Tell your truth without blame or judgment
- Listen to what has heart and meaning
- Be open, not attached to outcomes
- GEPO/WAM
- Comfort and fun!

THREE AREAS FOR PROGRESS The board split into three groups to have conversations about 1. using TSoM's funds to nurture our community and growth, 2. Creating a code of conduct or best behaviors, and 3. Look at how TSoM can best utilize and support committees or task force activities. The following is a summary of the discussions and recommendations. At the end of this discussion, the people who worked on the specific area agreed to take the lead on building momentum or progress in their area (see names in parenthesis below)

Code of Conduct / Best Behaviors Task Force for TSoM's events (Dan, Cathy, Susan)

This task force is being established because of responses to the TSoM survey. There were those who reported being harassed during TSoM milongas and practicas. In response, the board hopes to eliminate all harassment through an open process and through the adoption of a policy on conduct.

- Task force is to include board member(s)
- A community member(s)

Recommended Actions

- Attain, review, and discuss other tango instructor and societies' codes of conduct

- Contact representatives of those organizations or individuals who have adopted a code for information on what works and what doesn't work
- Keep the survey results in mind as the code is developed
- Ensure there's a relationship between the draft code and TSoM's bylaws

Expected Timeframe for a report to the Board is July 2024, then:

- Feedback from instructors on TSoM's draft code
- Feedback from TSoM members on draft code

Submit final draft code to board for discussion, review, adoption

Possible Implementation:

- Announcement at every TSoM event (i.e. milonga, gala, practica, other)
- Newsletter article
- Posting to TSoM website

Nurturing TSoM's Community of Tango Dancers (Gerry, Rob)

TSoM has maintained had in its accounts ~\$20,000 for approximately 2 years. These are funds paid by members and nonmembers in the local community for admission to milongas, practicas, and the annual gala. The board brainstormed ideas where these funds could be best used to support:

- New ideas, ventures, and initiatives
- Grant funds to those undertaking new ideas, ventures, and initiatives that mitigates their exposure to risk, examples include:
 - o Bus to Rochester for events
 - o New venues
 - o Milongas in Greater MN
 - o Live music
 - o Beginner's lessons/guided practicas
- Determine which rubrics are needed to fund an initiative
- Determine if and how evaluation occurs
- Build criteria to determine a financial threshold
- Determine if a budget and final report is needed
- Identify potential stakeholders

Use of Committees and Task Forces (Cino, Terry and Joe)

It is recommended that the TSoM Board establish priorities to guide what we as a board do, and to pass those priorities onto its committees and task forces.

From within the board and TSoM's membership, ongoing committees will be formed and made up of at least one board member and other TSoM members. Each committee will define its roles and responsibilities and if needed, a budget. Each will submit a monthly report to the board. The committees that exist or will be developed include:

- Membership
- Practica
- Communication (quarterly newsletter?)
- Milonga
- Finance

Committees will present their recommendations to the TSoM board. The board will approve or recommend changes prior to adoption of the committee's recommendations.

- From within the board and TSoM's membership, task forces will be formed. These are time definite and objective specific groups that will have the responsibility (and possibly a budget) to prepare a response to a topic or issue that has been identified by the board. A task force will present its findings to the board for review and possible adoption of recommendations. For example: Gala Task Force and Code of Conduct / Best Behaviors Task Force

Next Board Meeting Mar 25, 2024 5:30 – 7:00 pm.

March 12, 2024 motion by Terry Holten to establish a contract with SPCC for the December gala with an estimate of expenses owed by TSoM for the gala space and food. The committee who made the evaluation included Terry, Gerry, Rob, Janeen, Sandra, and Fran. Vote to approve Cathy, Terry, Gerry, Rob, Cino, Susan, Connie, Joe, Luke
Abstain: Dan